Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Internal Revenue Service (IRS)

For 4th Quarter 2019 for period ending September 30, 2019

			Co	mpara	tive Da	ta
Complaint Activity	Pro	evious	Fiscal Y	Year D	ata	2010 Th 00 20
	2014	2015	2016	2017	2018	2019 Thru 09-30
Number of Complaints Filed	249	266	281	237	303	264
Number of Complainants	227	252	256	220	280	241
Repeat Filers	17	10	19	15	22	21

Complaints by Pasis		(Compa	rative	Data	
Complaints by Basis	Pre	evious]	Fiscal `	Year D	ata	2019
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	Thru 09-30
Race	107	107	107	97	94	92
Color	18	31	34	29	19	23
Religion	13	17	12	20	12	8
Reprisal	152	153	171	126	152	137
Sex	82	93	102	77	81	85
PDA	1	1	2	0	1	0
National Origin	22	29	29	18	31	34
Equal Pay Act	1	2	0	1	1	0

Age	78	73	78	68	64	60
Disability	64	103	114	98	126	101
Genetics	0	0	0	1	0	0
Non-EEO	8	15	20	12	18	17
Compleints by Issue		(Compa	rative	Data	
Complaints by Issue	Pre	vious l	Fiscal `	Year D	ata	2010
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	2019 Thru 09-30
Appointment/Hire	8	7	14	16	6	14
Assignment of Duties	34	40	35	45	54	26
Awards	5	6	5	9	5	3
Conversion to Full Time/Perm Status	1	0	1	1	0	1
Disciplinary Action						
Demotion	2	6	3	4	6	0
Reprimand	6	13	13	9	12	13
Suspension	15	10	18	14	18	11
Removal	4	4	5	3	2	2
Other	0	0	10	16	14	10
Duty Hours	7	10	10	9	16	11
Perf. Eval./ Appraisal	70	66	70	51	71	50
Examination/Test	0	0	0	1	0	0
Harassment						
Non-Sexual	116	122	136	96	126	106
Sexual	10	8	5	5	9	8
Medical Examination	0	3	0	4	2	0
Pay including overtime	6	7	3	10	9	6
Promotion/Non-Selection	42	65	40	45	43	37
Reassignment						

Denied			3		5	6	5		3	3	
Directed			10	,	7	10	4		9	7	
Reasonable Accommodation D	isability		17	4	1	46	3:	3	53	46	
Reinstatement			0		1	2	1		0	0	
Religious Accommodation			0		0	1	C		1	0	
Retirement			3		2	4	2	,	3	2	
Sex-Stereotyping			0		0	4	3		1	1	
Telework			0		0	6	3		7	14	
Termination			11	1	2	16	2	1	30	17	
Terms/Conditions of Employme	ent		53	5	57	46	4	1	54	40	
Time and Attendance			48	5	3	55	4	8	49	46	
Training			10	1	8	13	1	1	18	4	
Other											
Equal Pay Act Violation			0		0	1	1		0	0	
User Defined - Other 2			0		0	0	C		0	0	
User Defined - Other 3			0		0	0	C		0	0	
User Defined - Other 4			0		0	0	C		0	0	
				Cor	npa	rative	Dat	a			
Processing Time	I	Previ	ious	Fisca	al Y	ear Da	ıta			2019 Thr	·u
	2014	20	15	201	6	2017		2018	3	09-30	
Complaints pending during fisc	al year										
Average number of days in investigation	292.84	209	.42	205.	16	184.86	5 1	66.7	3	170.89	
Average number of days in final action	32.30	32.	63	39.1	17	33.49	3	37.25	5	34.03	
Complaint pending during fisca	ıl year wl	here l	hear	ing w	as 1	equest	ed				
Average number of days in investigation	291.44	216	5.19	215.	47	189.93	3 1	66.6	6	175.22	
Average number of days in final action	22.51	21.	16	32.4	12	25.04	3	30.25	5	31.59	

Complaint pending during fisca	l year	w	here	hea	ring	w	as no	ot re	que	este	d			
Average number of days in investigation	295.1	12	196	5.17	19	9.8	34 1	182.	87	17	1.34	4	170.6	
Average number of days in final action	44.6	2 42		.15	5 47.0		1	45. 1	15	48	3.62	,	39.9	1
						C	omp	para	tiv	e D	ata			
Complaints Dismissed by Age	ency		Pro	evio	us l	Fisc	cal Y	Yea ı	· Da	ata			19 Tł	
		2	014	20	15	20	016	20	17	20	18		09-30)
Total Complaints Dismissed by Agency			34	3	7		38	3	0	3	5		29	
Average days pending prior to dismissal		80	5.06	47	.57	22	2.03	47	7.9	16	52		28.07	1
Complair	its W	ith	drav	wn l	by (Cor	npla	ina	nts					
Total Complaints Withdrawn by Complainants	y		28	1	2		24	٥)	2	0		17	
						Co	omp	ara	tive	D a	ıta			
Total Final Agency Actions	s		Pre	evio	us l	Fisc	cal Y	Zear	· Da	ata		20	19 T	hru
Finding Discrimination		20	14	201	5	20	16	2017 2018					09-3	0
	i	#	%	# 9	%	#	%	#	%	#	%	#		%
Total Number Findings		0		0		6		10		5		10)	
Without Hearing		0	0	0	0	5	83	9	90	4	80	0		0
With Hearing		0	0	0	0	1	17	1	10	1	20	10) [100
Findings of Discrimination	ı					C	omp	ara	tive	e Da	ata			
Rendered by Basis			F	rev	iou	s F	iscal	l Ye	ar	Dat	a			19
Note: Complaints can be filed alleging multiple bases. The sur	2014 2015 2016 2017 2018 Thru 09-30													
of the bases may not equal tota complaints and findings.	,	#	%	#	%	#	%	, #	4	%	#	%	#	%
Total Number Findings		1		3		6		6			4		10	
Race		1	100	0	0	0	0	C		0	0	0	7	70
Color		0	0	0	0	0	0	C)	0	0	0	2	20

Religion	0	0	0	0	1	17	0	0	0	0	0	0
Reprisal	1	100	2	67	1	17	3	50	1	25	6	60
Sex	0	0	0	0	2	33	2	33	0	0	2	20
PDA	0	0	0	0	0	0	1	17	0	0	0	0
National Origin	0	0	0	0	1	17	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	100	0	0	0	0	0	0	0	0	3	30
Disability	1	100	2	67	3	50	5	83	3	75	4	40
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		1		1		1		10	
Race	0	0	0	0	0	0	0	0	0	0	7	70
Color	0	0	0	0	0	0	0	0	0	0	2	20
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	1	100	1	100	6	60
Sex	0	0	0	0	0	0	0	0	0	0	2	20
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	3	30
Disability	0	0	0	0	1	100	1	100	0	0	4	40
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
		<u>'</u>		'				<u>'</u>				
Findings Without Hearing	1		3		5		5		3		0	
Race	1	100	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0

Religion	0	0	0	0	1	20	0	0	0	0	0	0
Reprisal	1	100	2	67	1	20	2	40	0	0	0	0
Sex	0	0	0	0	2	40	2	40	0	0	0	0
PDA	0	0	0	0	0	0	1	20	0	0	0	0
National Origin	0	0	0	0	1	20	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	100	0	0	0	0	0	0	0	0	0	0
Disability	1	100	2	67	2	40	4	80	3	100	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

	Comparative Data Previous Fiscal Year Data 2010 Three												
Findings of Discrimination		P	rev	ious	s Fi	scal `	Yea	r Da	ta		2019	Thru	
Rendered by Issue	2	014	20)15	2	016	2	017	2	018	09	-30	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	1		3		6		6		4		10		
Appointment/Hire	0	0	0	0	1	17	0	0	0	0	1	10	
Assignment of Duties	0	0	0	0	1	17	0	0	0	0	1	10	
Awards	0	0	0	0	0	0	0	0	0	0	0	0	
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0	
Disciplinary Action													
Demotion	0	0	0	0	0	0	0	0	0	0	0	0	
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0	
Suspension	0	0	0	0	0	0	0	0	0	0	0	0	
Removal	0	0	0	0	0	0	0	0	0	0	0	0	
Other	0	0	0	0	0	0	0	0	0	0	0	0	
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0	
Perf. Eval./ Appraisal	1	100	0	0	0	0	0	0	0	0	1	10	
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	

Harassment												
Non-Sexual	0	0	2	67	0	0	2	33	1	25	4	40
Sexual	0	0	0	0	2	33	1	17	0	0	0	0
Medical Examination	0	0	1	33	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	5	50
Reassignment						-		-				
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	1	17	4	67	2	50	1	10
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	1	17	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	1	17	0	0	1	10
Time and Attendance	0	0	1	33	1	17	0	0	1	25	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Equal Pay Act Violation	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Eindings A 64 Hay			_		1		1		1		10	
Findings After Hearing	0	0	0	0	1	0	1	0	1	0	10	10
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	1	10

Assignment of Duties	0	0	0	0	0	0	0	0	0	0	1	10
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action						ı						ı
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	1	10
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	1	100	4	40
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	5	50
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	1	100	0	0	0	0	1	10
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0

Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of										0		
Employment	0	0	0	0	0	0	1	100	0	0	1	10
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define	•											
Equal Pay Act Violation	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		3		5		5		3		0	
Appointment/Hire	0	0	0	0	1	20	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	20	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	100	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	2	67	0	0	2	40	0	0	0	0
Sexual	0	0	0	0	2	40	1	20	0	0	0	0

Years	1 150		24	12	27	9	319	30	0	277	2:	34
Total complaints from previous	Fisca	 al	20		201		2016	1		2018		
Pending Complaints Filed in l Fiscal Years by Status		ous						Year			-	Thru -30
D. P. G. 114 79 115			Comparative Data									
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act Violation	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Training	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	1	33	1	20	0	0	1	33	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	1	20	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Disability Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	4	80	$\frac{1}{2}$	67	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment	0	U	0	0	U	U		0	0	U		0
Pay including overtime Promotion/Non-Selection	$\begin{bmatrix} 0 \\ 0 \end{bmatrix}$	0	$\frac{0}{0}$	0	0	0	$0 \ 0$	0	0	0	0	0
Description of the discrete of the second second		0	0	0	0	0	0	0	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	0	0

Number complaints pending						
Investigation	3	2	3	0	0	0
ROI issued, pending Complainant's action	7	0	0	0	0	0
Hearing	223	266	310	294	274	209
Final Agency Action	8	10	10	6	6	27
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019
Complaint investigations						
Complaint investigations	2014	2015	2016	2017	2018	Thru 09- 30